

Date: April 24, 2012

RE: Report of Incident toward Mayor Rick Hansen

Complainant:

Present: Kevin Yamamoto (City Attorney), Steve Kirkelie (Deputy City Attorney), and Debi Christensen (Human Resources Director)

has experienced two recent incidents involving Mayor Hansen where she felt he crossed a boundary with regard to touching. She reported both to Human Resources on April 24, 2012.

#1

April 19, 2012

was at the copier in on the floor of City Hall. She was experiencing trouble with the copier. came to help her. heard footsteps, which turned out to be Mayor Hansen. (verify at what point walked away) had her back to the copier and Mayor Hansen touched her shoulder and leaned in toward her. He allegedly said, "what would you say if I told you I was a little bit afraid of you?" moved away. Then Mayor Hansen asked "would you say you'd be a little afraid of me?" responded "no." did not witness this. In opinion the interaction was playful and flirtatious but not intimidating.

#2

April 24, 2012

was at work station with and were looking out the window and discussing their curiosity as to what the purple ribbons in the trees represented. was initially present. Mayor Hansen suddenly joined them by jogging/running (sprinting) into the work area. Mayor Hansen said the ribbons were for the cancer walk. and Mayor Hansen were facing the window with the order from left to right being Mayor Hansen and According to was present, but turned toward her computer. (where was at this point?) Mayor Hansen said that the ribbon color was the same as shirt (note - I witnessed shirt as fuchsia with a black cardigan over it). He then allegedly put his (flat, open) hand on hip toward the front, close to her abdomen. said she moved away and said, "My shirt isn't the same color."

asked what outcomes she desired. She said she wants it documented that it happened. She feels Mayor Hansen needs to understand there are boundaries. She indicated she talks to the other council members the same way, but they don't touch her.

asked "how did it make you feel?" She said, "Annoyed." also reported that these two situations are the only two times that Mayor Hansen has touched her.



Office of the City Manager

Memorandum

To:	Rick Hansen, Mayor
From:	Ralph W. Dannenberg, City Manager <i>RWD</i>
Date:	May 16, 2012

As the City manager, I have a duty to act upon concerns raised by City employees about conduct that could violate City policies. This memorandum addresses concerns recently raised related to your conduct, specifically, boundary issues with female employees of the City, including an alleged incident of unwelcome contact that was witnessed by third parties.

The City holds all employees and elected officials to the highest standards of professional behavior. The policies reflect an expectation that employees and elected officials will use and demonstrate appropriate "best practices" at the City, and the City has an express policy regarding unlawful harassment or discrimination in the workplace. I am attaching a copy of the policy for your review. The City cannot tolerate conduct of this type.

The City is committed to providing a work environment for all employees that is free of unlawful harassment and discrimination and where all individuals are treated with respect and dignity. I trust that after receiving this memorandum, you will be cognizant of the type of conduct that is prohibited under the City's policies and that you will not engage in this type of conduct. I also have confidence that you will not engage in any conduct towards any employees that may be viewed as retaliatory, which is also something the City cannot tolerate. The City encourages you to attend a one-on-one training on these issues and the City can assist you in making such arrangements.

Please contact me if you have any questions about this memorandum or the City's obligations under the attached policy.